



**United States of America**  
**National Labor Relations Board**  
**NOTICE OF ELECTION**



**PURPOSE OF ELECTION:** This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

**SECRET BALLOT:** The election will be by SECRET ballot under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to an NLRB agent. Your attention is called to Section 12 of the National Labor Relations Act which provides: ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN \$5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.

**ELIGIBILITY RULES:** Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off, and also include employees in the military service of the United States who appear in person at the polls. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are *not* eligible to vote.

**SPECIAL ASSISTANCE:** Any employee or other participant in this election who has a handicap or needs special assistance such as a sign language interpreter to participate in this election should notify an NLRB Office as soon as possible and request the necessary assistance.

**PROCESS OF VOTING:** Upon arrival at the voting place, voters should proceed to the Board agent and identify themselves by stating their name. The Board agent will hand a ballot to each eligible voter. Voters will enter the voting booth and mark their ballot in secret. **DO NOT SIGN YOUR BALLOT.** Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of the Board agent and leave the polling area.

**CHALLENGE OF VOTERS:** If your eligibility to vote is challenged, you will be allowed to vote a challenged ballot. Although you may believe you are eligible to vote, the polling area is not the place to resolve the issue. Give the Board agent your name and any other information you are asked to provide. After you receive a ballot, go to the voting booth, mark your ballot and fold it so as to keep the mark secret. **DO NOT SIGN YOUR BALLOT.** Return to the Board agent who will ask you to place your ballot in a challenge envelope, seal the envelope, place it in the ballot box, and leave the polling area. Your eligibility will be resolved later, if necessary.

**AUTHORIZED OBSERVERS:** Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the voting place and at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.



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**VOTING UNIT**

**EMPLOYEES ELIGIBLE TO VOTE:**

All full-time, regular part-time, and per diem (who have worked an average of at least eight (8) hours per week over the 13 week period preceding the filing of the petition) service and maintenance employees, and all other non-professionals employed by the Employer including the following job classifications set forth in Attachment A who were employed by the Employer during the payroll period ending November 24, 2018.

**EMPLOYEES NOT ELIGIBLE TO VOTE:**

All other employees, physicians, registered nurses, technical employees, skilled maintenance employees, business office clerical employees, employees of outside registries and other agencies supplying labor to the Hospital, already represented employees, per diem employees who have not regularly worked an average of at least 8 hours per week over the 13 week period preceding the filing of the petition for election, managerial employees, professional employees, confidential employees, guards and supervisors as defined by the Act.



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**ATTACHMENT A**

**Service and Maintenance Job Classifications**

1. Accessioning Bench Coordinator
2. Administrative Assistant
3. Administrative Coordinator, Geriatric Ps
4. Administrative Secretary
5. Anesthesia Aide
6. Cafeteria Aide (Cashier)
7. Central Service Tech
8. Central Service Tech I
9. Clean Linen/Material Handler
10. Coder
11. Coding Validator
12. Collegiate Nurse Tech 1
13. Community Resource Liaison
14. Cook
15. Courier
16. Data Quality Analyst
17. Dis Secretary
18. Dis Tech Aide
19. Distribution Clerk
20. Driver Coordinator
21. Endoscopy Tech
22. ER Tech
23. ESA I
24. ESA II
25. ESA III
26. Health Unit Coordinator
27. Host/Hostess
28. HUC/NA
29. Interpreter
30. Lab Administrative Assistant/Transcriber
31. Lab Clerk
32. Lead Cook
33. Lead Endoscopy Technician
34. Lead Receiver
35. Master Patient Index Coordinator
36. Material Handler
37. Medical Assistant
38. Medical Assistant II
39. Medical Records Clerk
40. Medical Transcriptionist
41. Nursing Assistant

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WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.



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- 42. OR Administrative Assistant
- 43. OR Orderly
- 44. OR Purchasing Coordinator
- 45. Pain Management Secretary
- 46. Pain Mgmt Tech/PMC Purchasing Coord
- 47. Paramedic
- 48. Patient Aide
- 49. Patient Care Technician
- 50. Patient Service Aide
- 51. Pharmacy Inv Ctrl Clerk
- 52. Pharmacy Technician
- 53. Phlebo/Specimen Processor
- 54. Phlebotomist
- 55. Printer
- 56. Records Administrator
- 57. Referral Coordinator
- 58. Revenue Cycle Analyst
- 59. Secretary
- 60. Secretary, Oncology Services
- 61. Stock Clerk
- 62. Switchboard Operator
- 63. Technician Leader
- 64. Transport Dispatcher
- 65. Transporter



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**DATE, TIMES AND PLACES OF ELECTION**

**DATE**

Tuesday, December 11, 2018

**PLACES**

**POLLING PLACE #1: Main Hospital Campus** 795 Middle Street, (Wellness Center), Fall River, MA

**TIMES:** 6:00am to 9:00am, 12:00pm to 3:00pm, and 4:00pm to 7:00pm

Eligible voters who work for the Employer in the following offices/practices will vote at Polling Place #1: Saint Anne's Hospital Main Campus, Saint Anne's Hospital on Oliver Street, Saint Ann's Hospital Diagnostic Imaging Center, The Fernandes Center for Children & Families of Saint Anne's Hospital, and Adult Outpatient Rehabilitation Services of Saint Anne's Hospital.

**POLLING PLACE #2: New England Sinai Hospital** 150 York Street, (Conference Room next to breakroom), Stoughton, MA

**TIMES:** 6:00am to 8:00am and 2:00pm to 4:00pm

Eligible voters who work for the Employer in the following office/practice will vote at Polling Place #2: Geriatric Psychiatry Program at New England Sinai Hospital.

**POLLING PLACE #3: Swansea Pain Management** 440 Swansea Mall Drive, (2nd Floor Conference Room), Swansea, MA

**TIMES:** 11:00am to 2:00pm

Eligible voters who work for the Employer in the following office/practice will vote at Polling Place #3: Saint Anne's Hospital Pain Management Center

**POLLING PLACE #4: Southern New England Surgery Center** 738 Washington Street, (Conference Room next to breakroom), Attleboro, MA

**TIMES:** 7:00am to 9:00am

Eligible voters who work for the Employer at the in the following office/practice will vote at Polling Place #4: Southern New England Surgery Center.

**POLLING PLACE # 5: Regional Cancer Center** 537 Faunce Corner Road, (1st Floor Conference Room – 537), North Dartmouth, MA

**TIMES:** 11:00am to 2:00pm and 5:00pm to 7:00pm

Eligible voters who work for the Employer in the following offices/practices will vote at Polling Place #5: Saint Anne's Hospital Regional Cancer Center, Saint Anne's Hospital Ambulatory Care Center-Hawthorn, Saint Anne's Sleep Center, and AFC Doctors Express Urgent Care New Bedford.

EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.

EMPLOYEES WHO VOTE AT A POLL OTHER THAN THE ONE DESIGNATED FOR THEM AS NOTED ABOVE MAY VOTE SUBJECT TO CHALLENGE.

BALLOTS WILL BE COMINGLED AND COUNTED ON WEDNESDAY, DECEMBER 12, 2018 STARTING AT 10:00 A.M. IN THE REGIONAL OFFICE LOCATED ON THE SIXTH FLOOR OF THE THOMAS P. O'NEILL, JR. FEDERAL BUILDING, 10 CAUSEWAY STREET, BOSTON, MASSACHUSETTS.



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**UNITED STATES OF AMERICA**  
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01-RC-231316



**OFFICIAL SECRET BALLOT**

For certain employees of

**STEWART ST. ANNE'S HOSPITAL CORPORATION D/B/A SAINT ANNE'S HOSPITAL**

Do you wish to be represented for purposes of collective bargaining by

**1199 SEIU UNITED HEALTHCARE WORKERS EAST?**

**MARK AN "X" IN THE SQUARE OF YOUR CHOICE**

YES

☐

NO

☐

**DO NOT SIGN THIS BALLOT. Fold and drop in the ballot box.**

**If you spoil this ballot, return it to the Board Agent for a new one.**

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.



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**RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

**It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.**

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

**The following are examples of conduct that interfere with the rights of employees and may result in setting aside the election:**

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time, where attendance is mandatory, within the 24-hour period before the polls for the election first open or the mail ballots are dispatched in a mail ballot election
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

**The National Labor Relations Board protects your right to a free choice.**

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (617)565-6700 or visit the NLRB website [www.nlrb.gov](http://www.nlrb.gov) for assistance.